



# NSPS Pay Pool Management Work Group John Mitzel

**Our Mission** - *Manage Army installations to support readiness and mission execution - provide equitable services and facilities, optimize resources, sustain the environment and enhance the well-being of the Military community.*

***Leading Change for Installation Excellence***



# Pay Pool Management

- **Pay Pool** means the dollar value of the funds set aside for performance payouts for employees covered by a pay pool.
- **Pay Pool** also means the organizational elements / units or other categories of employees that are combined for the purpose of determining performance payouts.
- **Sub Pay Pool** divides the pay pool into more manageable units with same attributes and pay out criteria



# Pay Pool Management

## Roles and Responsibilities

### Pay Pool Panel Members:

- Composition:
  - Senior management officials and Pay Pool Manager
- Responsibilities –
  - Reconcile recommended ratings of record, share assignments, and/or payout distributions
  - Makes adjustments to achieve equity and consistency across the pay pool
- Pay pool panel members may not participate in payout deliberations or decisions regarding their own performance assessment or pay



# Pay Pool Management

## Roles and Responsibilities

### Pay Pool Managers (PPM)

- Effective operation of the pay pool, and
- Distribution of funds consistent with DoD, Component and activity policies
- Final approval rating of record
- Performance payout determinations
- Pay pool managers may not participate in payout deliberations or decisions regarding their own performance assessment or pay



# Pay Pool Management

## Roles and Responsibilities

### Performance Review Authority (PRA):

- Provide oversight of one or more pay pools
- Manage the civilian pay-for-performance budget
- Manage the pay-for-performance reserve fund, if any
- Oversee publication of Notices to Employees
- Address the consistency of performance management policies within an organization
- Decide challenges to ratings of record
- PRA members may not participate in payout deliberations or decisions that directly impact their own rating of record



# INSTALLATION MANAGEMENT COMMAND



***“Sustain, Support and Defend”***